



Nelson L Layag

Equity Centered Organizational Development

Summary

My passion is working with people and organizations who fight for justice in our society and community. I understand (and love!) the power a group of individuals can have when they find a way to work effectively together. I bring this excitement to my work in performance management, coaching and communications, project management, nonprofit boards, and leadership program design.

Experience

Layag Associates, Inc

Consultant, Coach and Facilitator - Principal

November 2018 - Present

Alameda, CA

Working with teams, leaders, and organizations to focus on greater impact through organizational development and capacity building.

CompassPoint Nonprofit Services

1995 - 2018

Projects Director, Training Director, Leadership Coach & Consultant

2011 - November 2018

Highlights:

Curriculum and Program Design: Co-authored and curriculum designer the following core curriculum for CompassPoint:

- **Supervision Helping People Achieve Results**
- **Training for Trainers**
- **Successful Project Management**
- **Executive Director 101**
- **The Nonprofit Management Institute**
- **Latino Board Leadership Academy (in partnership with the Hispanic Foundation of Silicon Valley)**
- **Meeting Facilitation**
- **Fundraising Bright Spots Program**

Contact

NelsonL@layag.com
415-412-7215

www.linkedin.com/in/nelson-layag-1444526 (LinkedIn)

Certifications

Certified Professional Coach –
Leadership That Works

Focus of Work

Leadership Development
Team Development
Performance Management and Staff Management
Coaching
Project and Program Management
Executive Transitions and Succession Planning
Nonprofit Boards
Training Design and Development

CompassPoint Training Program: As training director at CompassPoint, I was responsible for the management and instructional design of CompassPoint's workshops and learning programs.

Customized In-house Trainings: I regularly provided customized in-house training for nonprofit staff groups on a variety of topics, including coaching, performance management, and supervision. Recent organizations I have worked with include Catholic Charities Bay Area, Abode Services, EarthJustice, Tenderloin Neighborhood Development Corporation, Oakland Unite, and Mission Neighborhood Health Center.

Coaching and Organizational Development:

Coach/organizational development consultant for the O2 Executive Sabbatical Program – supporting organizations through an executive director sabbatical.

Program lead and consultant for diversity, equity, and inclusion project working with 60 plus executives and managers of a national environmental justice organization over 12 months.

Previous Titles at CompassPoint

Projects Director, Silicon Valley - 2005 - April 2011

Director of Technology 2000 - 2005

Director of Education 1998 - 2000

Training Program Manager 1996 - 1998

Training Program Assistant 1995 - 1996

Morrison & Foerster LLP, San Francisco, CA

Accounts Payable Coordinator

1993 - 1995

Star House, San Jose, CA

Group Home Supervisor

1992 - 1993

CHOICE, Baltimore, MD

Case Worker

1991 - 1992

Board of Directors Experience

Filipino Advocates for Justice
Board Member and
President
November 2014 - Present
Oakland, CA

Filipino Advocates for Justice
Board Member January
2014 - Present Oakland,
CA

Alameda Education Foundation
Board Member
2010 - 2012 (3 years)

Young Nonprofit Professionals Network - SF Bay Area
Board Member
1998 - 2001 (4 years)
San Francisco, California

CompuTrain
Board Member
1996 - 1998 (3 years)
Oakland, California

Education

Loyola College in Maryland
BA, Marketing/Marketing Management, General · (1987 - 1992)